



Human Rights Policy

2025

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Prime Security — Human Rights Policy

1. Purpose

Prime Security is committed to conducting all its operations in a manner that respects, protects, and promotes human rights, dignity, and international humanitarian law. This policy sets out our responsibilities and commitments in line with:

- The International Code of Conduct for Private Security Service Providers (ICoCA).
- ISO 18788: Management System for Private Security Operations.
- PSC.1: ANSI/ASIS standard for private security operations.
- UNDSS/UNSMS best practices for safety and risk management.

2. Scope

This policy applies to:

- All Prime Security employees (armed and unarmed).
- Subcontractors and partners acting on behalf of Prime Security.
- All operational contexts, including static guarding, close protection, secure transport, CIT, and crowd management.

3. Commitments

3.1 Respect for Human Rights

- We respect the dignity, privacy, and rights of all individuals without discrimination on the basis of race, gender, religion, ethnicity, nationality, political affiliation, or social status.
- We adhere to the Universal Declaration of Human Rights, the ICoCA principles, and relevant national laws.

3.2 Use of Force

- Any use of force must be necessary, proportionate, and lawful, aligned with ICoCA, ISO 18788, and PSC.1.
- Lethal force may only be used as a last resort, when strictly necessary to protect life.
- Firearms are carried and used only by trained and authorized personnel, following Prime Security's Use of Force Manual.

3.3 Treatment of Persons

- Prohibition of torture, inhuman or degrading treatment.
- Respect for detainees: If staff support operations involving detention, individuals must be treated humanely and handed over promptly to lawful authorities.
- Respect for the rights of vulnerable persons (women, children, refugees).

3.4 Community Engagement

- Operations are conducted with respect for local communities and cultures.
- Staff must avoid actions that cause unnecessary disruption, intimidation, or harm.
- Engagement with stakeholders is transparent and respectful.

3.5 Safety & Risk Management

- We apply UNDSS/UNSMS risk management best practices in all operations: hazard identification, risk mitigation, and contingency planning.
- Staff are trained in first aid, evacuation, and crisis response to protect both clients and the public.

4. Implementation & Training

- **Induction Training:** All staff receive human rights and ethics training before deployment.

- **Refresher Training:** Conducted annually for all personnel; biannually for armed staff.
- **Scenario-Based Exercises:** Practical drills (e.g., de-escalation, crowd management, lawful detention) ensure application of human rights principles.
- Training programs are aligned with ICoCA, ISO 18788, PSC.1, and UNDSS/UNSMS frameworks.

5. Monitoring & Accountability

- **Incident Reporting:** All allegations of abuse, misconduct, or rights violations must be reported immediately through Prime Security's reporting system.
- **Investigations:** Reports are investigated promptly, transparently, and fairly.
- **Accountability:** Staff found to have violated human rights are subject to disciplinary action, up to and including termination and referral to authorities.
- **Continuous Improvement:** Lessons learned are integrated into operations and training as required under ISO 18788 and PSC.1.

6. Responsibilities

- **Management:** Enforce and resource this policy.
- **Supervisors:** Ensure staff compliance in daily operations.
- **Employees:** Uphold the policy and report violations.
- **HR & Training Department:** Deliver training and maintain compliance records.

7. Non-Compliance

Non-compliance with this Human Rights Policy will result in disciplinary action, which may include suspension, retraining, reassignment, or termination. In severe cases, matters will be referred to legal or judicial authorities.

8. Acknowledgment

All Prime Security staff must sign an acknowledgment of this Human Rights Policy at the start of employment and whenever it is updated.